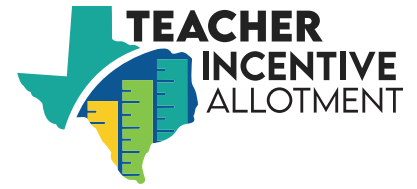# TIA Technical Assistance Provider Pricing

2023-2024 School Year

The pricing statements in this document were submitted by each provider for the purposes of the Teacher Incentive Allotment (TIA). The Texas Education Agency and the TIA team are not responsible for agreements entered between Local Education Agencies and Technical Assistance Providers (TAs).

For the purposes of this document, large districts include districts that serve over 20,000 students and small districts include districts that serve under 3,000 students.

The 2023-2024 approved providers are listed based on pre-qualifications by areas of specialty. School systems are not required to work with a technical assistance provider and are not limited to approved providers.

ACTIVATED PARTNERS

Activated Partners engages with most districts using a flat-rate model. Engagement includes a weekly meeting as well as unlimited additional phone, text, or email support. I believe strongly that price should not be the deciding factor when selecting a partner in this work. Where possible, I accommodate district budget constraints to ensure they have the right supports.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Engagement of Activated Partners for assistance with TIA system development begins at $15,000. This initial engagement includes support through the launch of the data capture year, including development of trainings, materials, and systems required for a successful data capture year. Additional support is available for implementation/data capture year and for Data Submission/TIA Designation support. Districts are encouraged to contact Activated Partners for an individual consultation to determine the level of support needed and to discuss budget constraints, if applicable.

Large district who has less than 3 months to prepare their application.

Developing a TIA system in this timeline is not recommended by Activated Partners. A district may engage with Activated Partners at an hourly rate for assistance with final design and implementation preparation. Current hourly rate is $200/hr.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

The goal of Activated Partners is to provide support to any district, regardless of size. We work to ensure cost is not a barrier to receiving the support needed to be successful.

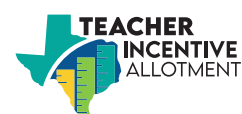**Small district who needs 9 or more months support preparing their application and for implementation planning.**

Engagement of Activated Partners for assistance with TIA system development begins at $10,000. This initial engagement includes support through the launch of the data capture year, including development of trainings, materials and, systems required for a successful data capture year. Additional support is available for data capture year and for Data Submission/TIA Designation support. Districts are encouraged to contact Activated Partners for an individual consultation to determine the level of support needed and to discuss budget constraints, if applicable.

Small district who has less than 3 months to prepare their application.

Developing a TIA system in this timeline is not recommended by Activated Partners. A district may engage with Activated Partners at an hourly rate for assistance with final design and implementation preparation. Current hourly rate is $200/hr.

Does the TA Provider offer options for service fees contingent on TIA approval?

Yes.

DEEP DIVE, LLC

Deep Dive's goal is to provide districts with "best fit" TIA support. Associates work with district leaders to ensure that their local designation system is meeting their expectations and aligned to district goals, meaning that services could range from short-term application support to institutional capacity building to annual data reporting and analysis. Deep Dive understands that school district funding is a complex topic, and will work with districts to ensure they receive high quality service at a sustainable price point. The service prices below are flexible flat fee amounts that Deep Dive will negotiate with districts based on their individual contexts and needs.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Engagement of Deep Dive, LLC for assistance with TIA system development begins at $20,000. This initial engagement includes support through the application writing and application stage. Additional support is available for implementation/data capture year and for Data Submission/TIA Designation support, which could include: monthly planning meetings with leaders; bi-monthly meeting with central office departments to review data collection and analysis procedures; and, on-call responses to system development questions. Districts are encouraged to contact Deep Dive, LLC for an individual consultation to determine the level of support needed and to discuss budget constraints, if applicable.

Large district who has less than 3 months to prepare their application.

Engagement of Deep Dive, LLC for assistance with expedited TIA system development begins at $40,000. This initial engagement includes support through the application writing and application stage. Additional support is available for implementation/data capture year and for Data Submission/TIA Designation support, which could include: monthly planning meetings with leaders; bi-monthly meeting with central office departments to review data collection and analysis procedures; and, on-call responses to system development questions. Districts are encouraged to contact Deep Dive, LLC for an individual consultation to determine the level of support needed and to discuss budget constraints, if applicable.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Deep Dive understands that smaller districts have limited budget flexibility and that their capacity to operate TIA on a district level may rely on the 10% of allotments they are able to retain in order for TIA to be sustainable long-term. As a result, Deep Dive works with smaller districts who are applying to TIA for the first time on a contingency basis dependent on their system application's approval at "full readiness." For smaller districts that already have an approved system, Deep Dive will work with district leaders to right-fit services on a flexible fee schedule to ensure their needs are met within their current budgetary constraints.

Small district who needs 9 or more months support preparing their application and for implementation planning.

Engagement of Deep Dive, LLC for assistance with TIA system development begins at $5,000 This initial engagement includes support through the application writing and application stage. Additional support is available for implementation/data capture year and for Data Submission/TIA Designation support, which could include: monthly planning meetings with leaders; bi-monthly meeting with central office departments to review data collection and analysis procedures; and, on-call responses to system development questions. Districts are encouraged to contact Deep Dive, LLC for an individual consultation to determine the level of support needed and to discuss budget constraints, if applicable.
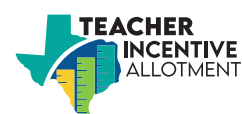
Small district who has less than 3 months to prepare their application.

Engagement of Deep Dive, LLC for assistance with expedited TIA system development begins at $5,000. This initial engagement includes support through the application writing and application stage. Additional support is available for implementation/data capture year and for Data Submission/TIA Designation support, which could include: monthly planning meetings with leaders; bi-monthly meeting with central office departments to review data collection and analysis procedures; and, on-call responses to system development questions. Districts are encouraged to contact Deep Dive, LLC for an individual consultation to determine the level of support needed and to discuss budget constraints, if applicable.

Does the TA Provider offer options for service fees contingent on TIA approval?

Yes.

EDPACT

EDpact does not have a standard pricing structure. Instead, we price based on the various consultation options for each district's needs and readiness. The support plan and price proposed are tailored to meet the immediate needs of each partner district with the understanding that the district's size might impact resources and capacity. Partner districts could also request an additional support outside the traditional TIA system development and engagement. The ability for EDpact to support partner districts in various contexts allows for customizable support through a collaborative approach to outlining the scope of work. EDpact firmly believes that the cost of services should not be a barrier to access and success.

Large district who needs 9 or more months support preparing their application and for implementation planning.

The customizable support outlined in the collaborative planning with each partner district drives the pricing options. The needs, readiness, resources, and capacity are considered to match the needed support level. Our first approach is always to consider leveraging local capacity and resources to ensure the sustainability of the work and limit the costs to partner districts.

Large district who has less than 3 months to prepare their application.

The customizable support outlined in the collaborative planning with each partner district drives the pricing options. The needs, readiness, resources, and capacity are considered to match the needed support level. Our first approach is always to consider leveraging local capacity and resources to ensure the sustainability of the work and limit the costs to partner districts.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Many of our district partners are smaller districts. Therefore, we offer various options (free 1-2 hour consultations, options in modalities, etc.) to ensure the price aligns with their budget because cost should not be a barrier to access and success.

Small district who needs 9 or more months support preparing their application and for implementation planning.
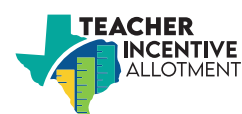
The customizable support outlined in the collaborative planning with each partner district drives the pricing options. The needs, readiness, resources, and capacity are considered to match the needed support level. Our first approach is always to consider leveraging local capacity and resources to ensure the sustainability of the work and limit the costs to partner districts.

Small district who has less than 3 months to prepare their application.

The customizable support outlined in the collaborative planning with each partner district drives the pricing options. The needs, readiness, resources, and capacity are considered to match the needed support level. Our first approach is always to consider leveraging local capacity and resources to ensure the sustainability of the work and limit the costs to partner districts.

Does the TA Provider offer options for service fees contingent on TIA approval?

We do not plan to offer contingency outcomes at this time.

EDUCATION ANALYTICS

Costs vary for the different services and can vary significantly for student growth models depending on decisions made by partners. There are several factors that influence how EA prices value-added models for partners, including research involvement/technical approach, stakes and quality control, reporting type, training needs, documentation, and time horizon of the project. A one-year growth measures project can range from $200,000–$450,000 per year, but a 5-year project can offer efficiencies and range from $150,000–$250,000 per year. Data analysis and human capital analytics projects are entirely dependent on project scope and require staffing estimations to price.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Year 1 price: $200,000 –$450,000 per year, out-year price $150,000–$250,000.

Large district who has less than 3 months to prepare their application.

Year 1 price: $200,000–$450,000 per year, out-year price $150,000–$250,000.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

We are experienced at working with collaboratives of districts and would suggest that smaller districts begin or join a collaborative of districts pursuing TIA to develop growth measures and supporting analyses with us.

Small district who needs 9 or more months support preparing their application and for implementation planning.
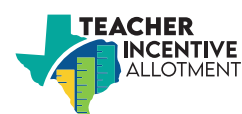
Our growth modeling depends on sufficient n size. Working with small districts might depend on collaboration between multiple small districts with common assessments, or the use of models that have already been developed elsewhere (e.g., SAISD). Due to this, we cannot provide a clean price.

Small district who has less than 3 months to prepare their application.

Our growth modeling depends on sufficient n size. Working with small districts might depend on collaboration between multiple small districts with common assessments, or the use of models that have already been developed elsewhere (e.g., SAISD). Due to this, we cannot provide a clean price.

Does the TA Provider offer options for service fees contingent on TIA approval?

No.

EDUPHORIA

Large district who needs 9 or more months support preparing their application and for implementation planning.

We offer a standard, hourly consulting fee for our services at $200 per hour.

Large district who has less than 3 months to prepare their application.

We offer a standard, hourly consulting fee for our services at $200 per hour.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

We typically offer initial TIA consults of 1–2 hours free of charge.

Small district who needs 9 or more months support preparing their application and for implementation planning.
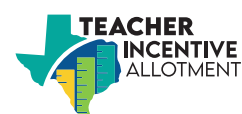
We offer a standard, hourly consulting fee for our services at $200 per hour.

Small district who has less than 3 months to prepare their application.

We offer a standard, hourly consulting fee for our services at $200 per hour.

Does the TA Provider offer options for service fees contingent on TIA approval?

We do not plan to offer any contingent options.

ENGAGE2LEARN

At e2L, we create custom solutions in collaboration with district leaders to best meet the individual needs of each district and/or campus. It is for this reason that we do not provide "one-size-fits-all" pricing, but rather work hand-in-hand to create the perfect solution for our partners to garner the most impact and best student outcomes. Below are our proposed solutions for our TIA partners. Through custom consultation, e2L will be able to provide a proposed fee structure that directly aligns to the district's needs.

Large district who needs 9 or more months support preparing their application and for implementation planning.

We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

Small district who needs 9 or more months support preparing their application and for implementation planning.

We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

Large district who has less than 3 months to prepare their application.

We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

Small district who has less than 3 months to prepare their application.

We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

We customize all of our services in collaboration with district and/or campus leadership to best meet the needs of the district. All training may be scaled for efficiencies based on district needs and size. E2L is committed to ensuring districts can maximize services based on common needs among campuses. This allows districts, especially smaller districts, to consolidate staff members at central training sessions. Follow-up coaching sessions are strategically scheduled for maximum coaching touches at the designated campuses. Our Coaches Academy© allows for a single instructional coach to coach up to 170 teachers throughout the year. This is a scala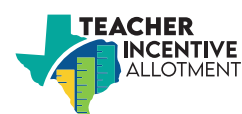ble option and works well with smaller districts. We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

Does the TA Provider offer options for service fees contingent on TIA approval?

Yes, we are a change management education partner and customize our services to meet the district's context and needs in line with TEA requirements and local district procurement policy.

ESC REGION 1 — EDINBURG

Region One ESC provides the most recent TEA guidance, coaching and support on stakeholder engagement processes, teacher designation systems, various student growth measures (Portfolios, Pre- and Post-Tests, SLOs, and VAM), human capital management and data systems. From the TIA application submission to the data validation process, ROESC supports districts for developing systems for Teacher Designation and strategic based compensation, facilitating communication strategies, implementing strategic plans, evaluating TEA Statute components, measuring trends for validity and reliability and training and assistance with student growth.

On-Site Campus/District Customized Support

Professional Development/Support/Coaching: Flat rate

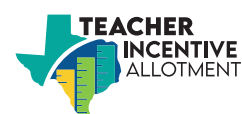Application Review and Feedback: Flat rate

ESC Professional Development

Workshop Fee: Flat rate per participant

Academy Fee: Flat rate per participant or team

Data Management System (SEE-One)

Student growth: One-time set up fee + Base price + per student

Large district who needs 9 or more months support preparing their application and for implementation planning.

Region One ESC will coach, mentor, and support district task force members in developing the district's committees, communication plan, scope and, sequence for each subcommittee. Throughout the application completion district task force members are coached on planning for full readiness of the three statutory components: spending plan, teacher observation, and student growth along with designing their local system including weighting percentages. Includes access to technical assistance via phone, email, zoom, and scheduled in-person technical support. District task force members will be guided through the scoring rubric to identify gaps and plan for activities to close gaps before application submission. Dates and location determined by district. **$9,600.** Application review and feedback: **$1,600.**

Large district who has less than 3 months to prepare their application.

Same assistance as above with developing the local designation system and throughout the application completion: **$14,400**. Application review and feedback: **$2,400**.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Flat-rate fee academies are provided to ensure that smaller districts have cost-effective fees. We provide Technical Assistance by answering questions free of charge as needed for rural districts in the high-level planning model. Additionally, we provide a variety of differentiated resources and customized materials according to their specific needs and capacity. Options for turnaround sessions are offered to support with cost-effectiveness and capacity development.

Small district who needs 9 or more months support preparing their application and for implementation planning.

Region One ESC will provide TIA Cohort session to coach, mentor, and support district task force members in developing the district's committees, communication plan, scope and sequence for each subcommittee. Throughout the application completion district task force members are coached on planning for full readiness of the three statutory components: spending plan, teacher observation, and student growth along with the designing their local system including weighting percentages. District task force members will be guided through the scoring rubric to identify gaps and plan for activities to close gaps before application submission. TIA Cohort includes 2 days of on-site personalized technical assistance for participating districts.* TIA Cohort base fee and technical assistance days will be divided by participating districts. Ex.$16,000/ 2 districts = **$8,000 per district**, $19,200/3 districts = **$6,400 per district**, $22,400/4 districts = **$5,600 per district**.
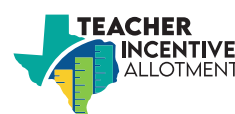
*Districts can reserve up to 1 ½ days of technical assistance for application review and feedback.

Small district who has less than 3 months to prepare their application.

Same assistance as above with developing the local designation system and throughout the application completion: Ex.$22,400/ 2 districts = **$11,200 per district** $28,800/3 districts = **$9,600 per district** $35,200/4 districts = **$8,800 per district**

Does the TA Provider offer options for service fees contingent on TIA approval?

No.

ESC REGION 3 — VICTORIA

There is currently no charge for supporting Region 3 districts through the application process. Fees for calibration services, SLO for student growth measures, and other supporting services are indicated below.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Utilizing the R3 daily rate of $825/day, we customize a plan for the district with consideration for the number of campuses, administrators, and teachers engaging in the work.

Large district who has less than 3 months to prepare their application.

Utilizing the R3 daily rate of $825/day, we customize a plan for the district with consideration for the number of campuses, administrators, and teachers engaging in the work.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

The needs and size of small rural districts are considered when customizing plans for cost-effectiveness including but not limited to finding grant opportunities to cover the cost of trainings.

Small district who needs 9 or more months support preparing their application and for implementation planning.

Utilizing the R3 daily rate of $825/day, we customize a plan for the district with consideration for the number of campuses, administrators, and teachers engaging in the work.

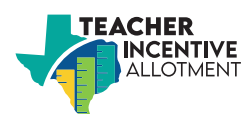**Small district who has less than 3 months to prepare their application.**

Utilizing the R3 daily rate of $825/day, we customize a plan for the district with consideration for the number of campuses, administrators, and teachers engaging in the work.

Does the TA Provider offer options for service fees contingent on TIA approval?

These options are planned for future development.

ESC REGION 4 — HOUSTON

At Region 4, the diverse composition, varying needs, and availability of resources available to our districts are always a consideration when it comes to the pricing of our TIA services. Having a customizable pricing structure, that encompasses all areas of support, is the best way to ensure our district's needs and goals are accomplished. Our pricing structure allows districts to different areas of support to suit their needs that are priced based on a variety of factors (ex: rural versus non-rural) to allow us flexibility when customizing support. Region 4 wants to partner with districts through developing, implementing, refining, or modifying a local optional teacher designation system through support, professional development, coaching, and more. All districts receive a free needs-assessment meeting to determine their specific needs. **Please see an overview of services and support for more information.**

Large district who needs 9 or more months support preparing their application and for implementation planning.

The pricing for larger districts is generally more than those smaller in size. However, due to the customization of our pricing, to meet the district's needs, in conjunction with other factors, this is determined after the needs-assessment to discuss the district's specific requests.

Large district who has less than 3 months to prepare their application.

Due to the intensive nature of the timeline and all the aspects that need to come together for completion, the pricing for larger districts with this time span will be more. However, the customization of our pricing, to meet the district's needs, in conjunction with other factors, is determined after the needs-assessment to discuss the district's specific requests to establish a true cost. Flexibility within the support will allow for application deadlines to be met.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Our pricing structure considers the sizes of our districts (along with other district information) when determining the customized pricing structure. This allows TIA support services to be cost-effective and attainable to all.

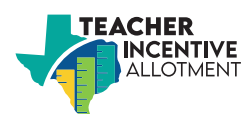**Small district who needs 9 or more months support preparing their application and for implementation planning.**

The pricing for small districts is built into our customized pricing. Customization accounts for many factors that are not present in larger districts, which are discussed during the needs-assessment to determine the district's specific needs and support.

Small district who has less than 3 months to prepare their application.

Although the timeline of support will be truncated, the pricing for small districts is still going to be customized with their size in mind, with the support needed to be discussed during the needs-assessment, while allowing flexibility within the customization to account for the decreased amount of time.

Does the TA Provider offer options for service fees contingent on TIA approval?

No.

ESC REGION 6 — HUNTSVILLE

The ESC 6 TIA Support Services are structured to allow districts to pick and choose the areas they need support in and are based on the number of participants to ensure cost-effectiveness. We have flexible timelines to ensure process completion.

Large district who needs 9 or more months support preparing their application and for implementation planning.

The ESC 6 TIA Support Services are structured to allow districts to pick and choose the areas they need support in and are based on the number of participants to ensure cost-effectiveness. We have flexible timelines to ensure process completion.

Large district who has less than 3 months to prepare their application.

The ESC 6 TIA Support Services are structured to allow districts to pick and choose the areas they need support in and are based on the number of participants to ensure cost-effectiveness. We have flexible timelines to ensure process completion.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Our fee schedule is structured to allow all sizes of districts to receive the support they need based on the number of participants and levels of needed support.

Small district who needs 9 or more months support preparing their application and for implementation planning.

The ESC 6 TIA Support Services are structured to allow districts to pick and choose the areas they need support in and are based on the number of participants to ensure cost-effectiveness. We have flexible timelines to ensure process completion.

Small district who has less than 3 months to prepare their application.
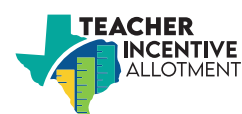
The ESC 6 TIA Support Services are structured to allow districts to pick and choose the areas they need support in and are based on the number of participants to ensure cost-effectiveness. We have flexible timelines to ensure process completion.

Does the TA Provider offer options for service fees contingent on TIA approval?

No, because we feel that as a support provider, we can guide and assist districts through the process of TIA, but the successful implementation ultimately lies with them. We can offer all the one-on-one support, professional development, and planning meetings possible, but a district must choose to implement the work with fidelity and ownership to be success.

ESC REGION 9 — WICHITA FALLS

ESC 9 does not charge districts specifically for TIA Application support. If districts have purchased a package with us, then we support them. Our expenses are paid for through the ESC Operations Grant.

Large district who needs 9 or more months support preparing their application and for implementation planning.

ESC 9 does not charge districts specifically for TIA Application support. If districts have purchased a package with us, then we support them. Our expenses are paid for through the ESC Operations Grant.

Small district who needs 9 or more months support preparing their application and for implementation planning.

ESC 9 does not charge districts specifically for TIA Application support. If districts have purchased a package with us, then we support them. Our expenses are paid for through the ESC Operations Grant.

Large district who has less than 3 months to prepare their application.

ESC 9 does not charge districts specifically for TIA Application support. If districts have purchased a package with us, then we support them. Our expenses are paid for through the ESC Operations Grant.

Small district who has less than 3 months to prepare their application.

ESC 9 does not charge districts specifically for TIA Application support. If districts have purchased a package with us, then we support them. Our expenses are paid for through the ESC Operations Grant.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?
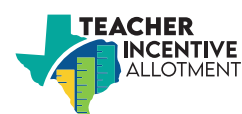
ESC 9 does not charge districts specifically for TIA Application support. If districts have purchased a package with us, then we support them. Our expenses are paid for through the ESC Operations Grant.

Does the TA Provider offer options for service fees contingent on TIA approval?

ESC 9 does not charge districts specifically for TIA Application support. If districts have purchased a package with us, then we support them. Our expenses are paid for through the ESC Operations Grant.

ESC REGION 10 — RICHARDSON

ESC 10 currently offers an Administrative Services Package at a floating pay scale for LEAs. The floating pay scale is based on the number of campuses, teachers, and students within the LEA. The Administrative Services Package includes Skill Development Trainings; State Mandated Training and Support; School Board Training; Vital Information for Principals; Business, Finance, and Operations Support; Support Staff Training; Safety and Security; Teacher Job Network Support; and 504 Training and Support. ESC 10 also offers a flat-rate fee for additional professional development and consulting services requested by districts. All TIA technical assistance is provided at no additional charge. If LEAs request specific assistance, additional charges could be incurred.

Large district who needs 9 or more months support preparing their application and for implementation planning.

N/A

Large district who has less than 3 months to prepare their application.

Floating pay scale- based on the number of campuses, teachers, and students within an LEA. ESC 10 also customizes supports in Calibration, T-TESS Updates and Refreshers, Impact Coaching, Observation and Feedback, etc. This customization is based on the needs of the district.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

ESC 10 consistently targets smaller districts by pro-rating our Administrative Services Package fees to be based on the size of the district. Districts with fewer campuses, staff and students are offered the package at a lower fee. In addition, ESC 10 customizes professional development and consulting based on the specific needs of the LEA. All TIA technical assistance is provided at no additional charge. If LEAs request specific assistance, additional charges could be incurred.

Small district who needs 9 or more months support preparing their application and for implementation planning.

N/A

Small district who has less than 3 months to prepare their application.

Floating pay scale — based on the number of campuses, teachers, and students within an LEA. ESC 10 also customizes supports based on the needs of the district.

Does the TA Provider offer options for service fees contingent on TIA approval?

No.

ESC REGION 11 — FORT WORTH

We offer comprehensive application and implementation support that is fully customizable based on the needs of the campus/district in the following areas:

Comprehensive Application Support
ESC Region 11 offers comprehensive application support that is customized to meet the individual needs of the district or charter. Please contact ESC 11 to discuss and design support plan options.

Teacher Observation and
Student Growth Measure Supports
T-TESS calibration, SLO, and Portfolio training, NWEA MAP, Euphoria, and DMAC support.

Sessions that are hosted at ESC Region 11 — districts that are part of the Instructional Solutions and Support (ISS) Contract — most sessions are free. This includes online & webinar. Charges may be incurred if a district/campus requires extended coaching or significant follow-up.

Below are the daily rates for districts that are part of the ISS contract that request MOU Customized Workshops/ Training. Districts outside of ESC 11 please contact ESC 11 for rates.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Daily rate for districts who are part of the ESC Instructional Service Contract

	Face to Face	Virtual
Full Day	$1050	$650
Half Day	$650	$450

Large district who has less than 3 months to prepare their application.

Daily rate for districts who are part of the ESC Instructional Service Contract

	Face to Face	Virtual
Full Day	$1050	$650
Half Day	$650	$450

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

For smaller districts, we can offer cohorts the opportunity to combine the training and supports bringing districts that are in close geographical proximity together for general training and support with breakout sessions for smaller districts to focus on their individual goals.

Small district who needs 9 or more months support preparing their application and for implementation planning.

When possible, we will work to create cohorts of smaller districts to offset the cost.

Small district who has less than 3 months to prepare their application.

Daily rate for districts who are part of the ESC Instructional Service Contract

	Face to Face	Virtual
Full Day	$1050	$650
Half Day	$650	$450

Does the TA Provider offer options for service fees contingent on TIA approval?

For districts that request comprehensive application support, ESC Region 11 offers customized solutions, which may include the option to settle the service fees upon application acceptance.

ESC REGION 12 — WACO

Please refer to our Cohort E flyer for the flat rate for all districts for all details and pricing. This price will remain the same for Cohort F.

Large district who needs 9 or more months support preparing their application and for implementation planning.

We encourage the district to join our Cohort F collaborative for robust learning and continuous support throughout the 9+ months. As part of this service, we provide monthly sessions for district teams to gather and learn best practices as well as the benefit of collaborating with peer districts and sheltered team work time. One of the monthly action items we encourage, and our LEAs have expressed has been of value, is the monthly "to do" list of action items for the month. By coming together monthly, whether with the workgroup or with the district stakeholder development committee, does not provide enough time or engagement for the conversations that must be had around the development of the local designation system. This "to do" list provides structure around gathering stakeholders for key tasks related to the process. In addition, we provide ongoing technical assistance and feedback via face-to-face meetings, zoom, phone, and email at no cost. The fee charged for our workgroup sessions is provided for a team from each LEA and the cost is less than our standard daily rates. Flat rate for all districts — **please refer to flyer for all details and pricing**.

Large district who has less than 3 months to prepare their application.

We would work with the district and/or campus leaders to ensure full support. However, we would also highly encourage the district to follow best practice and join the next annual TIA cohort. This would allow the district to fully engage their stakeholders and have ample time to fully consider feedback and how to best tailor their TIA plan to meet the unique needs of their district.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

We offer a very low, competitive flat rate for all districts. However, we also want to leverage school improvement and welcome working with any targeted district within the SI grant.

Small district who needs 9 or more months support preparing their application and for implementation planning.

We encourage the district to join our Cohort F collaborative for robust learning and continuous support throughout the 9+ months. As part of this service, we provide monthly sessions for district teams to gather and learn best practices as well as the benefit of collaborating with peer districts and sheltered team work time. One of the monthly action items we encourage, and our LEAs have expressed has been of value, is the monthly "to do" list of action items for the month. By coming together monthly, whether with the workgroup or with the district stakeholder development committee, does not provide enough time or engagement for the conversations that must be had around the development of the local designation system. This "to do" list provides structure around gathering stakeholders for key tasks related to the process. In addition, we provide ongoing technical assistance and feedback via face-to-face meetings, zoom, phone and email at no cost. The fee charged for our workgroup sessions is provided for a team from each LEA and the cost is less than our standard daily rates. Flat rate for all districts — **please refer to flyer for all details and pricing**.

Small district who has less than 3 months to prepare their application.

We would work with the district and/or campus leaders to ensure full support. However, we would also highly encourage the district to follow best practice and join the next annual TIA cohort. This would allow the district to fully engage their stakeholders and have ample time to fully consider feedback and how to best tailor their TIA plan to meet the unique needs of their district.

Does the TA Provider offer options for service fees contingent on TIA approval?

N/A

ESC REGION 13 — AUSTIN

We are working with districts to develop their TIA application free of charge; monthly TIA Series workshops are included for free for districts with which we are consulting. All TIA-related trainings, not including with consulting, is charged at a flat rate per seat. There is no charge for any other TIA services provided by Region 13.

Large district who needs 9 or more months support preparing their application and for implementation planning.

No charge.

Small district who needs 9 or more months support preparing their application and for implementation planning.

No charge.

Large district who has less than 3 months to prepare their application.

No charge.

Small district who has less than 3 months to prepare their application.

No charge.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Thanks to a grant that pays 50% FTE for TIA services we can offer our TIA local designation system planning services free of charge.

Does the TA Provider offer options for service fees contingent on TIA approval?

N/A

TEACHER INCENTIVE ALLOTMENT | TEA Texas Education Agency

ESC REGION 15 — SAN ANGELO

Currently, the ESC Region 15 has a daily rate of $500 for a full day and $300 for a half day of services. These rates are used for contracting support for districts, including TIA support.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Currently, the ESC Region 15 has a daily rate of $500 for a full day and $300 for a half day of services. These rates are used for contracting support for districts, including TIA support.

Large district who has less than 3 months to prepare their application.

Currently, the ESC Region 15 has a daily rate of $500 for a full day and $300 for a half day of services. These rates are used for contracting support for districts, including TIA support.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Our districts in our region are familiar with our fee structure. We have kept our costs low to serve the districts within our region and do not plan to offer services to those outside of our regional boundaries. With a reasonable daily rate for onsite support and no charge for technical assistance phone calls, our districts have all been able to utilize our services to meet their needs.

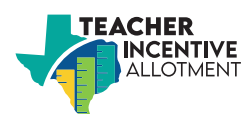**Small district who needs 9 or more months support preparing their application and for implementation planning.**

Currently, the ESC Region 15 has a daily rate of $500 for a full day and $300 for a half day of services. These rates are used for contracting support for districts, including TIA support.

Small district who has less than 3 months to prepare their application.

Currently, the ESC Region 15 has a daily rate of $500 for a full day and $300 for a half day of services. These rates are used for contracting support for districts, including TIA support.

Does the TA Provider offer options for service fees contingent on TIA approval?

No.

ESC REGION 18 — MIDLAND AND TXCEE

Our typical pricing is $1,500 per day for virtual training that is 6 hours of training and 2 hours of planning and prep or 8 hours of consulting services. **View our statement of services.**

Large district who needs 9 or more months support preparing their application and for implementation planning.

Our typical pricing is $1,500 per day for virtual training that is 6 hours of training and 2 hours of planning and prep or 8 hours of consulting services. **View our statement of services.**

Large district who has less than 3 months to prepare their application.

Our typical pricing is $1,500 per day for virtual training that is 6 hours of training and 2 hours of planning and prep or 8 hours of consulting services. **View our statement of services.**

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

TxCEE has created a more cost-effective model for all districts by providing virtual training, in addition to in-person training for districts that are willing to do so. TxCEE has also established a new pricing structure that takes into account the smaller student populations in smaller, rural districts. TxCEE can also provide price breaks for districts that bundle TIA and data management.

Small district who needs 9 or more months support preparing their application and for implementation planning.

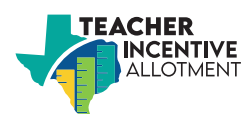Our typical pricing is $1,500 per day for virtual training that is 6 hours of training and 2 hours of planning and prep or 8 hours of consulting services. **View our statement of services.**

Small district who has less than 3 months to prepare their application.

Our typical pricing is $1,500 per day for virtual training that is 6 hours of training and 2 hours of planning and prep or 8 hours of consulting services. **View our statement of services.**

Does the TA Provider offer options for service fees contingent on TIA approval?

While we do not offer specific services contingent on TIA approval, we do offer general support like answering questions, reviewing application sections, or offering guidance without a fee.

ESC REGION 20 — SAN ANTONIO

ESC-20's daily rate is $1,250 per consultant providing services for regional clients for a full day of training/technical assistance. ESC-20's half-day training/technical assistance rate is $700. ESC-20's out-of-region rate is $1,570 plus travel expenses. Planning and preparation fees may be assessed at the designated daily rate for highly customized training sessions. Any applicable planning and preparation fees will be outlined in the contract for services. Print material fee may be assessed as applicable.

Large district who needs 9 or more months support preparing their application and for implementation planning.

ESC-20's anticipated pricing for this scenario would be based on the amount of days that support would be provided and would reflect the fee structure referenced above.

Large district who has less than 3 months to prepare their application.

ESC-20's anticipated pricing for this scenario would be based on the amount of days that support would be provided and would reflect the fee structure referenced above and may include a "rush fee" depending on the urgency of the support.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Services to be offered are always discussed with LEAs in advance to ensure cost effectiveness and fiscal prudence. A clear plan and proposal for services is provided and discussed in detail to ensure the needs of the districts are met while ensuring a pricing structure that is amenable to the district.

Small district who needs 9 or more months support preparing their application and for implementation planning.
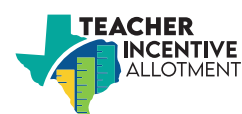
ESC-20's anticipated pricing for this scenario would be based on the amount of days that support would be provided and would reflect the fee structure referenced above.

Small district who has less than 3 months to prepare their application.

ESC-20's anticipated pricing for this scenario would be based on the amount of days that support would be provided and would reflect the fee structure referenced above and may include a "rush fee" depending on the urgency of the support.

Does the TA Provider offer options for service fees contingent on TIA approval?

Depending on the services to be provided, customized LEA pricing is an option.

TEACHER INCENTIVE ALLOTMENT | TEA Texas Education Agency

KREUZ CONSULTING GROUP

Kreuz Consulting Group, LLC does not have a standard pricing structure due to the vast variation of needs across districts with this process. The scope of work for a small rural district is very different from that of a large urban district. In addition, some districts request a "turnkey" approach to the development and implementation of a TIA plan. Other districts request consulting support or training services after the process is already well underway in the district. We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. Consulting hourly rates start at $250/hour. Our goal is to provide effective consulting services at minimal cost to Texas districts.

Large district who needs 9 or more months support preparing their application and for implementation planning.

We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. We encourage districts to take leadership of various components of the planning process to not only build local capacity but also to minimize consulting costs.

Small district who needs 9 or more months support preparing their application and for implementation planning.

We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. We encourage districts to take leadership of various components of the planning process to not only build local capacity but also to minimize consulting costs.

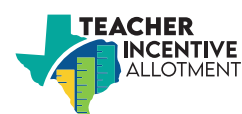**Large district who has less than 3 months to prepare their application.**

We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. We encourage districts to take leadership of various components of the planning process to not only build local capacity but also to minimize consulting costs.

Small district who has less than 3 months to prepare their application.

We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. We encourage districts to take leadership of various components of the planning process to not only build local capacity but also to minimize consulting costs.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

We typically offer initial TIA consults of 1–2 hours free of charge.

Does the TA Provider offer options for service fees contingent on TIA approval?

We do not plan to offer any contingent options.

NATIONAL INSTITUTE FOR EXCELLENCE IN TEACHING (NIET)

NIET's fee structure is priced as a daily rate of $2,500 per day. Multi-day trainings are multiplied by this $2,500 daily rate. Travel costs are added onto the daily rate as real cost or can be added into the daily rate to be $2,750 if a flat-rate fee is needed. Depending on the training, we can support up to 100 educators across campuses, including district leaders, school leaders, and teachers. Other trainings (i.e., learning walks) may be provided to smaller groups with a school leadership team. The services provided are based on the needs of the LEA.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Our pricing would mirror the specific needs of the district. For instance, if this district needed monthly meetings to support the planning and preparation of their application, we would anticipate pricing between $24,750 and $22,500 depending on travel need. If they need fewer days of support, then that cost would be proportionally less.

Large district who has less than 3 months to prepare their application.

Our pricing would again reflect the number of days needed to support the completion of the application. Given a shorter window and a larger district, this may require meeting more regularly but our daily rate ($2,750 with travel and $2,500 without) would still dictate estimate costs.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

NIET provides support to district partners of all sizes, including small, rural, and remote districts. NIET's support is provided at a daily rate of $2,500 per day. For smaller schools, our daily rate allows us to spend more time with each teacher leader, school leader, or district leader as requested for the specific support (i.e., learning walks, evaluation training, or district planning). In each of these approaches, the smaller district partners are generally able to obtain more 1:1 and direct support due to their personnel and structure. This higher dosage of support ensures cost effectiveness, but these districts may use fewer overall days of support or go deeper during their support visits.

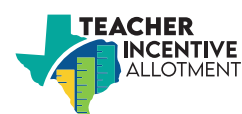**Small district who needs 9 or more months support preparing their application and for implementation planning.**

The size of the district does not affect our rate. Districts of all sizes could expect to pay $2,740 per day needed with travel or $2,500 per day without travel.

Small district who has less than 3 months to prepare their application.

Our pricing would again reflect the number of days needed to support the completion of the application. Given a shorter window and a larger district, this may require meeting more regularly but our daily rate ($2,750 with travel and $2,500 without) would still dictate estimate costs.

Does the TA Provider offer options for service fees contingent on TIA approval?

Yes, we are willing to offer options following TIA approval for service fees.

RTI INTERNATIONAL AND SAFAL PARTNERS

Large district who needs 9 or more months support preparing their application and for implementation planning.

Every engagement is customized to match the level of effort to the needs of the district. As such, support for a large district range from $40,000–$80,000.

Large district who has less than 3 months to prepare their application.

N/A — We have found that less than 3 months is not enough time to properly prepare an effective TIA plan.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

We offer a consortium option in which several districts can come together to share the costs for the fundamental approach in order to plain their TIA compensation system and prepare their TIA application. Cost would depend on the number of districts in the consortium.

Small district who needs 9 or more months support preparing their application and for implementation planning.
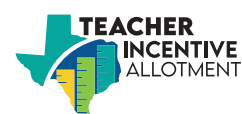
Small districts are encouraged to engage in TIA support as a group of 4 - 10 districts. In this way, they form a peer network/consortium that can share the cost for TIA support. Depending on the size of the consortium, the cost per small district ranges from $8,000–$10,000.

Small district who has less than 3 months to prepare their application.

N/A — We have found that less than 3 months is not enough time to properly prepare an effective TIA plan.

Does the TA Provider offer options for service fees contingent on TIA approval?

Not at this time.
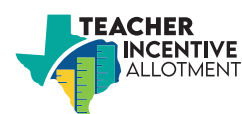
SAS INSTITUTE INC.

SAS Institute Inc.'s pricing depends on several factors and is provided to districts depending on their specific needs. Factors that can impact pricing include the number of unique tested students in the district, whether districts want results delivered via Excel files or also want interactive web reporting for stakeholders in their district, and whether additional data analysis is needed in addition to generating value-added results and web reporting. More information about pricing in specific scenarios can be provided to districts following conversations about their specific needs.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

SAS has worked with smaller districts in Texas to develop ways to make our services as cost-effective as possible. As described above, we provide multiple options for working with districts and have found that even with small districts we can often find an option that works with their budget. In some cases price floors may come into play based on student counts to account for the minimum work needed to undertake this work with each district regardless of district size, and SAS will discuss options with districts based on their specific needs and budget.

Does the TA Provider offer options for service fees contingent on TIA approval?

While we will not offer options for service fees that are contingent on approval, we do not require districts to commit to procuring future years of service. If an application is not approved, we can support districts through data analysis to understand contributing factors to strengthen any future applications.

STEADY STATE IMPACT STRATEGIES

Steady State's fee structure is variable, driven by the amount of time effectively designing and implementing a system will take and the scale/pace of the rollout plan (i.e.; how many teacher will be impacted and by when). Variables such as size of district (from the perspective of the number of teachers), existing district systems and structures in place to support a new designation system, capacity of the district to execute certain activities on their own with guidance/coaching, rather than having to create all materials, and the level of stakeholder engagement that is required to have a successful rollout. Based on prior examples, a range of cost depending on the variables above would be between $15,00–$75,00 per district, per year.

Large district who needs 9 or more months support preparing their application and for implementation planning.

$50k–$75k

Large district who has less than 3 months to prepare their application.

$50k–$75k

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Smaller districts can maximize economies of scale by working with Steady State in a cohort model, designing core elements of the designation system in coordination with one another, while still allocating district specific time to design for local contexts. In this scenario, Steady State would work with the districts to determine a cohort cost, but an individual district cost less than what is outlined above.

Small district who needs 9 or more months support preparing their application and for implementation planning.

$15k–$25k

Small district who has less than 3 months to prepare their application.

$15k–$25k

Does the TA Provider offer options for service fees contingent on TIA approval?

No.

TEXAS ASSOCIATION OF SCHOOL BOARDS (TASB)

We charge $160 per hour for consulting services to districts. However, we negotiate price with districts depending on the service and amount of time and tools needed to support their needs. We provide consulting projects based on enrollment number but there is always room for negotiation or charging a premium price dependent on the scope of work.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Negotiable

Small district who needs 9 or more months support preparing their application and for implementation planning.

Negotiable

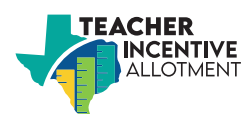**Large district who has less than 3 months to prepare their application.**

Negotiable

Small district who has less than 3 months to prepare their application.

Negotiable

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

The price is lower for smaller districts ensuring an affordable option based on their limited funds.

Does the TA Provider offer options for service fees contingent on TIA approval?

We would have to consider the scope of work, but our services generally are very reasonable. We already provide many supports to districts at no cost or as part of a district's membership in TASB HR Services.

THE COMMIT PARTNERSHIP

Large district who needs 9 or more months support preparing their application and for implementation planning.

Due to the funding structure of our organization, Best In Class does not charge a fee to districts for our services.

Large district who has less than 3 months to prepare their application.

Due to the funding structure of our organization, Best In Class does not charge a fee to districts for our services.

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

Best in Class does not charge a fee to districts for our services.

Small district who needs 9 or more months support preparing their application and for implementation planning.
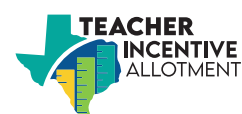
Due to the funding structure of our organization, Best In Class does not charge a fee to districts for our services.

Small district who has less than 3 months to prepare their application.

Due to the funding structure of our organization, Best In Class does not charge a fee to districts for our services.

Does the TA Provider offer options for service fees contingent on TIA approval?

Best in Class does not charge a fee to districts for our services.

TNTP

TNTP's prices are based on several factors, including staffing, travel, and additional project expenses required to support our partners and effectively meet the goals of the project. TNTP utilizes a flat-rate fee which may vary based on the scope of work, timeline, and staff needed. We maintain a flexible staffing model that allows us to allocate staff to projects based on their role, skillset, and area of expertise. This staffing model has proven to be cost effective as it allows a deep pool of TNTP specialists to support projects where and when they are most needed to achieved project goals. As a TIA technical support provider, TNTP will work with district partners to propose pricing that is reflective of the specific needs of each district.

Large district who needs 9 or more months support preparing their application and for implementation planning.

Baseline Flat Fee: $78,087

Teacher Observation and Appraisal: $58,301

Student Growth Measures and
Data Management Analysis: $107,244

Small district who needs 9 or more months support preparing their application and for implementation planning.

Baseline Flat Fee: $56,095

Teacher Observation and Appraisal: $10,119

Student Growth Measures and
Data Management Analysis: $43,798

Large district who has less than 3 months to prepare their application.

Baseline Flat Fee: $43,366

Teacher Observation and Appraisal: $7,051

Student Growth Measures and
Data Management Analysis: $19,647

Small district who has less than 3 months to prepare their application.

Baseline Flat Fee: $18,904

Teacher Observation and Appraisal: $3,410

Student Growth Measures and
Data Management Analysis: $19,647

Does the TA Provider work with smaller districts to ensure cost-effectiveness?

TNTP is committed to working with our district partners, particularly smaller districts across the state, to ensure cost effectiveness and efficiency. We offer a variety of options to reduce costs for districts. First, should districts work with TNTP across multiple areas, we can offer a discount on services by staffing projects with one core team of TNTP personnel, only adding specific staff capacity as needed to realize efficiencies in costs. TNTP can adjust the amount of support provided, such as scaling back on leadership coaching, in order to reduce costs. Depending on the scope of the project, TNTP can also structure the work utilizing a cohort model, in which multiple districts across the state can opt into support from TNTP simultaneously while paying a reduced price for services.

Does the TA Provider offer options for service fees contingent on TIA approval?

No.